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The most important part of your workplace substance abuse testing program.... INTEGRITY!

Meet our new Director of Regulatory Compliance



Say Hello!

Welcome Sam Noe!

Sam is joining our team in the expanded role of Director of Regulatory Compliance, supporting ITSA's entire DOT client base. Drawing on his deep FRA expertise, he will serve as the Subject Matter Expert (SME) for all FRA, FTA, and FMCSA inquiries.

Sam had over 40 years of experience with railroad safety. His regulatory background includes twenty years as a Railroad Operating Practices Inspector for the Federal Railroad (FRA) and the State of Tennessee's Public Service Commission and Department of Transportation. He has served as a trusted advisor within FRA and to the FRA-regulated industry and their contractors.

Sam was the lead FRA Drug and Alcohol Program Specialist from May of 2013 through the end of December 2025. Sam provided oversight and technical aid for the entire United States Rail System. In addition, his experience includes duties with the FRA for more than ten years as FRA Region 3 Railroad Safety Specialist - Operating Practices and Chief Inspector for FRA Region 3. His major responsibilities as Chief Inspector included oversight and technical aid to FRA inspectors, Railroad employers and employees and their regulated contractors with the administration of FRA's Drug and Alcohol Program in the southeastern states.

Sam is a well-respected leader in FRA safety and the consummate expert in FRA drug and alcohol testing issues. He is a talented and highly requested speaker. Sam is continuing his career in serving the public to continue their work in transportation safety!

FRA Notices

FRA has announced its minimum annual random drug and alcohol testing for 2026. The rates are as follows:

Covered service employee: rates will remain at 25 percent for drugs and 10 percent for alcohol.

MOW employee: rates will remain at 25 percent for drugs and 10 percent for alcohol.

MECH employee: rates will remain at 50 percent for drugs but will **change and be lowered to 10 percent for alcohol.**

Remember that these are minimums and railroad carriers and railroad contractors may conduct FRA random testing at higher rates.

Monetary Threshold Notice

Keywords: Monetary Threshold; 54; F6180.54; Threshold

The new reporting threshold for Calendar Year (CY) 2026 is \$12,600. The reporting threshold was calculated under the procedures in the Revision of Method for Calculating Monetary Threshold for Reporting Rail Equipment Accidents/Incidents, published December 9, 2020. See 85 FR 79130. The wage was calculated by averaging the quarterly straight time wage rates over the preceding year (July to June) for the Surface Transportation Board (STB) Group No. 300 Maintenance of Way & Structures and Group No. 400 Maintenance of Equipment & Stores employees. The average wage increased from \$39.11 to \$40.98. The equipment index was calculated by averaging the Bureau of Labor Statistics (BLS) monthly railroad equipment index over the same time period as the wage rate. The average equipment index increased from 216.17 to 216.37, yielding a reporting threshold increase of \$200 over the previous threshold. The reporting threshold notice can be found at: <https://railroads.dot.gov/forms-guides-publications/guides/monetary-threshold-notice>.

If you have any questions regarding this notice, please contact:

- Prabhdeep S. Chawla, Industry Economist – Office of Research, Data, and Innovation at (202) 493-6298 or
- Senya Waas, Trial Attorney – Office of Chief Counsel, at (202) 875-4158.

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